



## -Shift Calculation- Known Different with Premium Pay with New Overtime Allocation



The dates between the Old Overtime Allocation and New Overtime Allocation will not be the same because both allocations do not happen in the same period. Both employees had time keyed on the timesheet to match the week represented in the screen shot above the evaluated time display.

### COMPARISION 1: Overtime evaluted as straight comp

OLD		2/19	2/20	2/21	2/22	2/23	2/24	2/25
NEW		4/22	4/23	4/24	4/25	4/26	4/27	4/28
A/A...	Total	SU	MO	TU	WE	TH	FR	SA
	360	24	24	24	24	24	24	24
	98.50	0	7.50	7.50	7.50	15.50	7.50	0
1REG	75		7.50	7.50	7.50	7.50		
6ADL	8					4		
2NDH	4					2		
3RDH	4					2		
COMP	7.50						7.50	

### OLD OVERTIME ALLOCATION

Current Date	WT	Wage Type Long Text	Σ	Number
02/24/2012	2220	Comp Earned Checkstub		4.00
		Comp Earned Checks		4.00
02/24/2012	9314	Comp Lv Used_Sal		7.50
		Comp Lv Used_Sal		7.50
02/20/2012	9200	Salaried Regular Hours		7.50
02/21/2012	9200			7.50
02/22/2012	9200			7.50
02/23/2012	9200			11.50
02/24/2012	9200			4.00
		Salaried Regular Hours		30.00
02/23/2012	2001	Second Shift Hours		2.00
		Second Shift Hours		2.00
02/23/2012	2002	Third Shift Hours		2.00
		Third Shift Hours		2.00
				45.50
				45.50

### NEW OVERTIME ALLOCATION

Current Date	WT	Wage Type Long Text	Σ	Number
04/26/2012	2220	Comp Earned Checkstub		4.00
		Comp Earned Checks		4.00
04/27/2012	9314	Comp Lv Used_Sal		7.50
		Comp Lv Used_Sal		7.50
04/23/2012	9200	Salaried Regular Hours		7.50
04/24/2012	9200			7.50
04/25/2012	9200			7.50
04/26/2012	9200			7.50
		Salaried Regular Hours		30.00
04/26/2012	2001	Second Shift Hours		2.00
		Second Shift Hours		2.00
04/26/2012	2002	Third Shift Hours		2.00
		Third Shift Hours		2.00
				45.50
				45.50

**TOTAL HOURS ARE THE SAME**

The Old allocation has 11.50 hours evaluated on Thr (7.50 1REG + 4.00 6ADL). (-4.00) hours are shown on Friday as regular hours > WT9200 to make room for the 4.00 hours of comp earned > WT2220.

The New allocation has regular >WT9200 hours evaluated as 30.00 hours (7.50 per day Mon-Thr).

2NDH and 3RDH premium shift hours are evaluated and passed as straight hours because the 40 physical hours of the week had not been reached. This shows no difference how the premium hours are evaluated.

## COMPARISION 2: Overtime evaluated as comp and 1.5

OLD	2/19	2/20	2/21	2/22	2/23	2/24	2/25
NEW	4/8	4/9	4/10	4/11	4/12	4/13	4/14
WA...	SU	MO	TU	WE	TH	FR	SA
..	24	24	24	24	24	24	24
..	0	7.50	7.50	7.50	15.50	7.50	0
1 REG		7.50	7.50	7.50	7.50	7.50	
3RDH					4		
6ADL					4		
4WKH							

### OLD OVERTIME ALLOCATION

Current Date	WT	Wage Type Long Text	Σ	Number
02/24/2012	2220	Comp Earned Checkstub		2.50
		Comp Earned Checks...		2.50
02/24/2012	2082	Overtime 1.5		1.50
		Overtime 1.5		1.50
02/20/2012	9200	Salaried Regular Hours		7.50
02/21/2012	9200			7.50
02/22/2012	9200			7.50
02/23/2012	9200			11.50
02/24/2012	9200			3.50
		Salaried Regular Hours		37.50
02/23/2012	2002	Third Shift Hours		4.00
		Third Shift Hours		4.00
				45.50
				45.50

### NEW OVERTIME ALLOCATION

Current Date	WT	Wage Type Long Text	Σ	Number
04/12/2012	2220	Comp Earned Checkstub		2.50
		Comp Earned Checks...		2.50
04/12/2012	2082	Overtime 1.5		1.50
		Overtime 1.5		1.50
04/09/2012	9200	Salaried Regular Hours		7.50
04/10/2012	9200			7.50
04/11/2012	9200			7.50
04/12/2012	9200			7.50
04/13/2012	9200			7.50
		Salaried Regular Hours		37.50
04/12/2012	2002	Third Shift Hours		2.50
		Third Shift Hours		2.50
04/12/2012	2111	Third Shift Hours OT		1.50
		Third Shift Hours OT		1.50
				45.50
				45.50

### TOTAL HOURS ARE THE SAME

The Old Allocation evaluates the 6ADL hours as straight regular hours > WT 9200 because it became part of the first 40 physical hours worked. The 3RDH hours were evaluated as straight time > WT 2002. The overtime was not calculated until Friday 7.50 hours = (3.50 regular hours > WT 9200, 2.50 comp hours > WT 2220, 1.50 Overtime hours > WT 2082).

The New allocation evaluated 37.50 hours of 1REG > WT 9200 hours (7.50 per day Mon-Fri). The New Allocation evaluates the overtime on the day it was worked. On Thr the 4.00 hours of 6ADL is evaluated as 2.50 hours comp earned > WT 2220 and then evaluate 1.50 hours at time and half > WT 2082. It also processed the shift premium the same way on Thr. 2.50 hours of shift is processed as 2.50 hours of straight pay > WT 2002 and 1.50 hours are processed as OT rate > WT 2111.

### COMPARISION 3: Overtime evaluated as comp and 1.5

OLD		2/19	2/20	2/21	2/22	2/23	2/24	2/25
NEW		4/22	4/23	4/24	4/25	4/26	4/27	4/28
A/A...	Total	SU	MO	TU	WE	TH	FR	SA
	360	24	24	24	24	24	24	24
	108.50	0	7.50	17.50	7.50	15.50	7.50	0
1REG	82.50		7.50	7.50	7.50	7.50	7.50	
6ADL	13			5		4		
2NDH	7			3		2		
3RDH	6			2		2		

#### OLD OVERTIME ALLOCATION

Current Date	WT	Wage Type Long Text	Σ	Number
02/23/2012	2220	Comp Earned Checkstub		1.50
02/24/2012	2220			1.00
		Comp Earned Checks...		2.50
02/24/2012	2082	Overtime 1.5		6.50
		Overtime 1.5		6.50
02/20/2012	9200	Salaried Regular Hours		7.50
02/21/2012	9200			12.50
02/22/2012	9200			7.50
02/23/2012	9200			10.00
		Salaried Regular Hours		37.50
02/21/2012	2001	Second Shift Hours		3.00
02/23/2012	2001			2.00
		Second Shift Hours		5.00
02/21/2012	2002	Third Shift Hours		2.00
02/23/2012	2002			2.00
		Third Shift Hours		4.00
				55.50
				55.50

#### NEW OVERTIME ALLOCATION

Current Date	WT	Wage Type Long Text	Σ	Number
04/24/2012	2220	Comp Earned Checkstub		2.50
		Comp Earned Checks...		2.50
04/24/2012	2082	Overtime 1.5		2.50
04/26/2012	2082			4.00
		Overtime 1.5		6.50
04/23/2012	9200	Salaried Regular Hours		7.50
04/24/2012	9200			7.50
04/25/2012	9200			7.50
04/26/2012	9200			7.50
04/27/2012	9200			7.50
		Salaried Regular Hours		37.50
04/24/2012	2001	Second Shift Hours		0.50
		Second Shift Hours		0.50
04/24/2012	2110	Second Shift Hours OT		2.50
04/26/2012	2110			2.00
		Second Shift Hours OT		4.50
04/24/2012	2111	Third Shift Hours OT		2.00
04/26/2012	2111			2.00
		Third Shift Hours OT		4.00
				55.50
				55.50

#### TOTAL HOURS ARE THE SAME

The Old allocation evaluated the first 37.50 hours worked > WT 9200 (1REG + 6ADL) Mon – Thr (Mon 7.50, Tue 12.50, Wed 7.50, Thr- 10.00). The total 37.50 hours (1REG + 6ADL) > WT 9200 worked occurs on Thr. The 7.50 1REG + 4.00 6ADL = 11.50 hours (10.00 hours evaluated as 1REG > WT 9200) (1.50 hours evaluated as straight comp > WT 2220). Because all hours between Sunday and Thursday were evaluated as straight hours then all the premium hours are evaluated as straight hours. It evaluated 5.00 hours at 2NDH hours > WT 2001 (3.00 hours on Tue and 2.00 hours on Thr). IT evaluated 4.00 hours at 3RDH hours > WT 2002 (2.00 hours on Tue and 2.00 hours on Thr).

The New allocation evaluated 37.50 hours of 1REG hours > WT 9200 (7.50 per day Mon-Fri). The New Allocation evaluates the overtime on the day it was worked. The 5.00 hours of 6ADL on Tuesday was evaluated as 2.50 hours to straight comp > WT 2220 and 2.50 hours at Overtime 1.5. > WT 2082. The Premium will be evaluated as the OT 1.5

hours first then the rest evaluated as the straight hours. It evaluated 3.00 2NDH hours on Tue as (2.50 hours at Overtime 1.5 > WT 2110 1.5 and .50 hour as straight hours > WT 2001). It also evaluated 2.00 3RDH hours at Overtime 1.5 > WT 2111 on Tue. On Thr it evaluated 2.00 2NDH hour as OT 1.5 > WT 2110 and 2.00 3RDH hours as OT 1.5 > WT 2111..

#### COMPARISON 4: Overtime evaluated as comp and 1.5 during a split week

OLD	2/26	2/27	2/28	2/29	3/1	3/2	3/3
NEW	10/28	10/29	10/30	10/31	11/1	11/2	11/3
A/A... Total	SU	MO	TU	WE	TH	FR	SA
	336	24	24	24	24	24	24
	119.50	0	15	15	19		
1REG	67.50		7.50	7.50	7.50		
2NDH	27.50		7.50		6		
3RDH	11.50			7.50	6		
6ADL	9			4.5			
A/A... Total	TH	FR	SA				
	360	24	24	24			
	206.75	15	0	27.50			
1REG	87.25	7.50		7.50			
2NDH	81.25	4		5			
4WKH	22.50			7.50			
3ADL	4.50			2.50			
COMP	2.75						
3RDH	8.50	3.50		5			

1<sup>st</sup> pay period

#### OLD OVERTIME ALLOCATION

Current Date	WT	Wage Type Long Text	Σ	Number
02/29/2012	2094	6ADL in Split Week - Held		4.50
		6ADL in Split Week - ...		4.50
02/27/2012	9200	Salaried Regular Hours		7.50
02/28/2012	9200			7.50
02/29/2012	9200			7.50
		Salaried Regular Hours		22.50
02/27/2012	2001	Second Shift Hours		7.50
02/29/2012	2001			6.00
		Second Shift Hours		13.50
02/28/2012	2002	Third Shift Hours		7.50
02/29/2012	2002			6.00
		Third Shift Hours		13.50
				54.00
				54.00

#### NEW OVERTIME ALLOCATION

Current Date	WT	Wage Type Long Text	Σ	Number
10/31/2012	2094	6ADL in Split Week - Held		4.50
		6ADL in Split Week - ...		4.50
10/29/2012	9200	Salaried Regular Hours		7.50
10/30/2012	9200			7.50
10/31/2012	9200			7.50
		Salaried Regular Hours		22.50
10/29/2012	2001	Second Shift Hours		7.50
10/31/2012	2001			6.00
		Second Shift Hours		13.50
10/30/2012	2002	Third Shift Hours		7.50
10/31/2012	2002			6.00
		Third Shift Hours		13.50
				54.00
				54.00

**TOTAL HOURS ARE THE SAME**

The Old allocation evaluated the 1REG as 22.50 hours (Mon 7.50, Tue 7.50, Wed 7.50). Because all the 1REG and 6ADL hours were evaluated as straight hours all premiums were evaluated as straight hours. 2<sup>nd</sup> shift premiums were evaluated as 2NDH 13.50 hours (Mon 7.50 and Wed 6.00). 3<sup>rd</sup> shift premiums were evaluated as 3RDH 13.50 hours (Tue 7.50 and Wednesday 6.00). It did hold 4.50 6ADL hours worked on Wed, this is done until the completed week is evaluated during the next pay period.

The New allocation evaluated the 1REG as 22.50 hours (Mon 7.50, Tue 7.50 Wed 7.50). The premiums for 2NDH and 3RDH hours are evaluated as straight hours for this period. 2NDH hours evaluated as 7.50 on Mon and 6.00 on Wed. 3RDH hours evaluated as 7.50 on Tue and 6.00 on Wed. Any adjustment will be made during the next pay period, if

needed. It will also hold the 4.50 6ADL hours worked on Wed, until completed week is evaluated during the next pay period.

## 2<sup>nd</sup> Pay Period

### OLD OVERTIME ALLOCATION

Current Date	WT	Wage Type Long Text	Σ	Number
03/03/2012	2220	Comp Earned Checkstub		2.50
		Comp Earned Checks...		<b>2.50</b>
03/03/2012	2082	Overtime 1.5		4.50
		Overtime 1.5		<b>4.50</b>
02/27/2012	9200	Salaried Regular Hours		7.50
02/28/2012	9200			7.50
02/29/2012	9200			12.00
03/01/2012	9200			7.50
03/03/2012	9200			3.00
		Salaried Regular Hours		<b>37.50</b>
02/27/2012	2001	Second Shift Hours		7.50
02/29/2012	2001			6.00
03/01/2012	2001			4.00
03/03/2012	2001			0.50
		Second Shift Hours		<b>18.00</b>
03/03/2012	2110	Second Shift Hours OT		4.50
		Second Shift Hours OT		<b>4.50</b>
02/28/2012	2002	Third Shift Hours		7.50
02/29/2012	2002			6.00
03/01/2012	2002			3.50
03/03/2012	2002			0.50
		Third Shift Hours		<b>17.50</b>
03/03/2012	2111	Third Shift Hours OT		4.50
		Third Shift Hours OT		<b>4.50</b>
03/03/2012	2003	Weekend Hours		3.00
		Weekend Hours		<b>3.00</b>
03/03/2012	2112	Weekend Hrs OT		4.50
		Weekend Hrs OT		<b>4.50</b>
				<b>96.50</b>

### NEW OVERTIME ALLOCATION

Current Date	WT	Wage Type Long Text	Σ	Number
10/31/2012	2220	Comp Earned Checkstub		2.50
		Comp Earned Checks...		<b>2.50</b>
10/31/2012	2082	Overtime 1.5		2.00
11/03/2012	2082			2.50
		Overtime 1.5		<b>4.50</b>
10/29/2012	9200	Salaried Regular Hours		7.50
10/30/2012	9200			7.50
10/31/2012	9200			7.50
11/01/2012	9200			7.50
11/03/2012	9200			7.50
		Salaried Regular Hours		<b>37.50</b>
10/29/2012	2001	Second Shift Hours		7.50
10/31/2012	2001			4.00
11/01/2012	2001			4.00
11/03/2012	2001			2.50
		Second Shift Hours		<b>18.00</b>
10/31/2012	2110	Second Shift Hours OT		2.00
11/03/2012	2110			2.50
		Second Shift Hours OT		<b>4.50</b>
10/30/2012	2002	Third Shift Hours		7.50
10/31/2012	2002			4.00
11/01/2012	2002			3.50
11/03/2012	2002			2.50
		Third Shift Hours		<b>17.50</b>
10/31/2012	2111	Third Shift Hours OT		2.00
11/03/2012	2111			2.50
		Third Shift Hours OT		<b>4.50</b>
11/03/2012	2003	Weekend Hours		5.00
		Weekend Hours		<b>5.00</b>
11/03/2012	2112	Weekend Hrs OT		2.50
		Weekend Hrs OT		<b>2.50</b>
				<b>96.50</b>
				<b>96.50</b>

**TOTAL HOURS ARE THE SAME**



After the second pay period is evaluated:

The Old allocation evaluated the first 37.50 hours worked > WT 9200 (1REG + 6ADL) Mon – Sat (Mon 7.50, Tue 7.50, Wed 12.00, Thr 7.50 and Sat 3.00). The total of 10.00 hours (1REG + 6ADL) worked occurs on Sat are evaluated as (3.00 hours evaluated as 1REG > WT 9200) (2.50 hours evaluated as straight comp > WT 2220)(4.50 hours evaluated as Overtime 1.5). Because all hours between Mon and 3.00 hours of Sat were evaluated as straight hours then those hours for premium hours are evaluated as straight hours. It evaluated 18.00 hours at Second Shift hours > WT 2001 (Mon 7.50, Wed 6.00, Thr 4.00 and Sat.50). It evaluated 17.50 hours at Third Shift hours > WT 2002 (Tue 7.50, Wed 6.00, Thr 3.50, and .50 Sat) It evaluated 3.00 hours on Sat at Weekend hours > WT 2003. Because 4.50 hours of Overtime 1.5 were evaluated then 4.50 hours of premium can be evaluated at the OT rate. 4.50 hours of 2NDH, 3RDH and 4WKH worked on Sat were evaluated as the premium OT rate. All other premium hours were evaluated at the straight premium rate.

The New allocation evaluated all the 1REG hours Mon – Sat as 7.50 hours per day. Next the 6ADL hours are evaluated. The 4.50 hours on Wed are evaluated as (2.50 hours is evaluated as comp, the next 2.00 hours are evaluated as Overtime) the 2.50 hours of 6ADL work on Sat are evaluated as Overtime. The premium hours are evaluated as OT hours when an OT rate is calculated for 6ADL (Wed 2.00 hours are evaluated as the OT rate and 2.50 on Sat are evaluated as OT rate). All other premium hours are evaluated as straight premium hours. Only 2.50 hours are evaluated as the OT rate on Saturday so 2.50 hours of Weekend premium will be evaluated as the OT premium rate. The remaining 5.00 hours will be evaluated as straight premium rate.

Although the premium hours passed on Wednesday during the first period are passed as straight, when the second pay period is evaluated the premium hours on Wednesday are evaluated and 2.00 hours are evaluated as OT 1.5. The premium hours that were evaluated as straight hours for the first pay period Wed will be corrected and the difference between the OT rate and straight rate are paid in the second period.